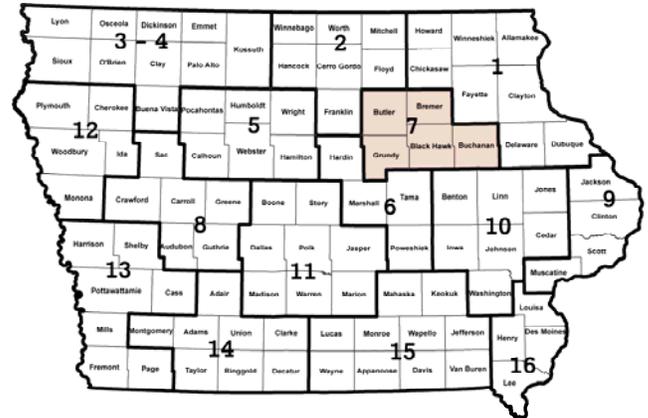
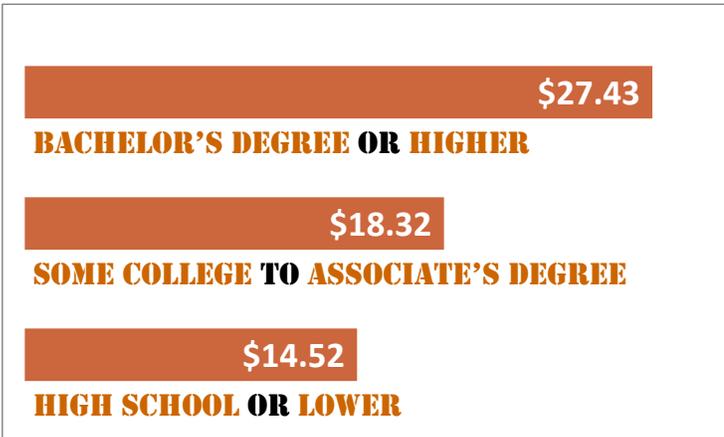


REGION 7

WORKFORCE
DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ⁽¹⁾			Ann Job Openings ⁽²⁾			\$ ⁽³⁾		Career Preparation ⁽⁴⁾			Top Skills ⁽⁵⁾							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Physical Therapists	145	190	2.8	5	5	10	38.10	79,252	DP	N	N	B2	B9	B7	B3	SO6	R4		
Market Research Analysts & Marketing Specialists	220	280	2.7	5	5	10	24.15	50,230	MA	N	I	B2	SO6	SO5	B9	B6			
Mental Health Counselors	210	260	2.4	5	5	10	16.98	35,311	B	< 5	N	B2	B7	B9	B3	B6			
Computer Systems Analysts	225	270	2.0	5	5	10	34.96	72,707	B	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Cost Estimators	155	185	1.9	5	5	10	27.03	56,232	B	N	M	R4	B2	B3	R3	B9			
Child, Family, & School Social Workers	500	595	1.9	10	10	20	21.48	44,685	B	N	N	B7	B9	B2	B3	SY1			
Social & Community Service Managers	245	290	1.8	5	5	10	23.54	48,964	B	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Construction Managers	225	265	1.8	5	5	10	35.05	72,909	B	N	N	B5	B3	B9	B2	SY1			
Medical & Health Services Managers	340	400	1.8	5	10	15	38.27	79,595	B	N	N	B7	B2	C1	B3	SY1	B9	B10	
Coaches & Scouts	300	350	1.7	5	10	15	14.25	29,641	B	N	N	B2	B5	B7	B10	B9			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers, Hairstylists, & Cosmetologists	425	530	2.5	10	10	20	11.61	24,152	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Medical & Clinical Laboratory Technicians	175	215	2.3	5	5	10	N.A.	N.A.	AS	N	N	B2	B3	B7	B8	T5	B9	
Heating, AC, & Refrigeration Mechanics & Installers	235	285	2.1	5	5	10	20.64	42,935	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Medical Assistants	280	330	2.0	5	5	10	14.33	29,809	PS	N	N	B6	B9	B2	SO5	B3	SO6	
Heavy & Tractor-Trailer Truck Drivers	2,150	2,510	1.7	35	35	70	18.72	38,935	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Registered Nurses	2,070	2,420	1.7	35	40	75	25.72	53,487	PS	N	N	SO6	SO5	B2	B6	SO1		
Preschool Teachers, Ex Special Education	330	385	1.7	5	10	15	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Licensed Practical & Licensed Vocational Nurses	550	640	1.6	10	15	25	17.82	37,059	PS	N	N	B2	B9	SO6	B6	B7		
Nursing Assistants	1,430	1,600	1.2	15	25	45	12.20	25,371	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Library Technicians	175	190	0.9	*	10	10	13.53	28,141	PS	N	L	T3	T11	T9	T1	T5		

BACHELOR'S DEGREE OR HIGHER

Personal Care Aides	590	810	3.7	20	5	25	9.95	20,692	HS	N	S	SO5	SO6	B2	B9	B7	B10		
Home Health Aides	590	765	3.1	20	10	30	11.57	24,060	HS	N	M	B2	B3	B6	SO6	B9			
Painters, Construction & Maintenance	265	340	3.0	10	5	10	20.71	43,077	HS	N	S	B2	B9	B3	SO1	B6	B7	SO5	SO6
Weld/Solder/Braze Machine Setters, Operators, & Tenders	245	315	2.7	5	5	15	N.A.	N.A.	HS	< 5	N	B9	B2	SO1	SO5	R3	B6		
Medical Secretaries	440	555	2.6	10	5	15	15.65	32,546	HS	N	S	B6	SO5	B9	B3	SO6			
Food Servers, Nonrestaurant	230	290	2.6	5	5	15	10.71	22,276	HS	N	S	SO2	SO5	B9	B2	B4	B6	SO6	
Carpenters	640	805	2.6	15	10	25	16.39	34,087	HS	< 5	N	B2	SO1	B3	B6	SO5	B9		
Cement Masons & Concrete Finishers	260	330	2.5	5	5	10	18.04	37,530	HS	N	M	B2	B7	B9	B10	B3	SO4	R4	
Social & Human Service Assistants	245	305	2.4	5	5	10	11.68	24,292	HS	N	M	B9	B2	SO4	SO6	B3	SO3		
Industrial Machinery Mechanics	555	690	2.4	15	15	30	21.53	44,793	HS	< 5	N	B2	B9	SO1	SO6	B3	R3		
Taxi Drivers & Chauffeurs	255	315	2.4	5	5	10	12.03	25,030	HS	N	M	B2	B9	SO6	SO4	B3	SO3	B7	

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ⁽¹⁾			Ann Job Openings ⁽²⁾			\$ ⁽³⁾		Career Prep ⁽⁴⁾			Top Skills ⁽⁵⁾							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)							
Elementary School Teachers, Ex Special Education	1,305	1,455	1.1	15	30	45	24.70	51,385	DP	N	N	B2	B9	B7	B3	SO6	R4		
General & Operations Managers	1,030	1,150	1.2	10	20	30	40.70	84,649	MA	N	I	B2	SO6	SO5	B9	B6			
Substitute Teachers	850	910	0.7	5	15	20	12.76	26,547	B	< 5	N	B2	B7	B9	B3	B6			
Secondary School Teachers, Ex Special & Career/Tech Educ	845	880	0.5	5	25	25	23.26	48,374	B	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Accountants & Auditors	605	690	1.4	10	20	25	29.73	61,835	B	N	M	R4	B2	B3	R3	B9			
Child, Family, & School Social Workers	500	595	1.9	10	10	20	21.48	44,685	B	N	N	B7	B9	B2	B3	SY1			
Middle School Teachers, Ex Special & Career/Tech Educ	500	555	1.2	5	10	15	30.15	62,715	B	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Recreation Workers	375	425	1.3	5	5	10	11.30	23,494	B	N	N	B5	B3	R9	B2	SY1			
Medical & Health Services Managers	340	400	1.8	5	10	15	38.27	79,595	B	N	N	B7	B2	C1	B3	SY1	B9	B10	
Loan Officers	340	380	1.2	5	5	10	30.38	63,182	B	N	N	B2	B5	B7	B10	B9			
Financial Managers	340	370	0.9	5	5	10	48.29	100,444	B	N	M	B9	B2	SY1	B7	B3			
Graduate Teaching Assistants	305	335	1.0	5	5	10	N.A.	N.A.	B	N	N	B3	B2	B7	B9	SY2			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	2,070	2,420	1.7	35	40	75	25.72	53,487	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Heavy & Tractor-Trailer Truck Drivers	2,150	2,510	1.7	35	35	70	18.72	38,935	AS	N	N	B2	B3	B7	B8	T5	B9	
Nursing Assistants	1,430	1,600	1.2	15	25	45	12.20	25,371	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Teacher Assistants	1,285	1,360	0.6	5	30	35	10.10	21,008	PS	N	N	B6	B9	B2	SO5	B3	SO6	
Licensed Practical & Licensed Vocational Nurses	550	640	1.6	10	15	25	17.82	37,059	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Hairdressers, Hairstylists, & Cosmetologists	425	530	2.5	10	10	20	11.61	24,152	PS	N	N	SO6	SO5	B2	B6	SO1		
Preschool Teachers, Ex Special Education	330	385	1.7	5	10	15	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supervisors of Production & Operating Workers	750	775	0.4	5	10	15	28.49	59,269	PS	N	N	B2	B9	SO6	B6	B7		
Medical & Clinical Laboratory Technicians	175	215	2.3	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Heating, AC, & Refrigeration Mechanics & Installers	235	285	2.1	5	5	10	20.64	42,935	PS	N	L	T3	T11	T9	T1	T5		
Medical Assistants	280	330	2.0	5	5	10	14.33	29,809	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Library Technicians	175	190	0.9	*	10	10	13.53	28,141	PS	N	S	T4	T5	B6	B2	B3	T8	

BACHELOR'S DEGREE OR HIGHER

Combined Food Preparation & Serving Workers, Incl Fast Food	2,850	3,270	1.5	40	110	150	8.73	18,159	HS	N	S	SO5	SO6	B2	B9	B7	B10		
Cashiers	2,815	3,000	0.7	20	120	140	9.28	19,297	HS	N	M	B2	B3	B6	SO6	B9			
Retail Salespersons	2,975	3,220	0.8	25	100	125	12.07	25,107	HS	N	S	B2	B9	B3	SO1	B6	B7	SO5	SO6
Laborers & Freight, Stock, & Material Movers, Hand	2,085	2,475	1.9	40	65	105	14.03	29,184	HS	< 5	N	B9	B2	SO1	SO5	R3	B6		
Waiters & Waitresses	1,710	1,805	0.6	10	80	90	9.28	19,302	HS	N	S	B6	SO5	B9	B3	SO6			
Farmers, Ranchers, & Other Agricultural Managers	5,585	4,995	-1.1	0	90	90	N.A.	N.A.	HS	N	S	SO2	SO5	B9	B2	B4	B6	SO6	
Childcare Workers	1,450	1,710	1.8	25	45	70	8.41	17,493	HS	< 5	N	B2	SO1	B3	B6	SO5	B9		
Customer Service Reps	1,245	1,435	1.5	20	35	55	14.86	30,918	HS	N	M	B2	B7	B9	B10	B3	SO4	R4	
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,935	2,130	1.0	20	35	55	11.94	24,829	HS	N	M	B9	B2	SO4	SO6	B3	SO3		
First-Line Supervisors of Retail Sales Workers	1,415	1,535	0.9	10	30	45	16.33	33,975	HS	< 5	N	B2	B9	SO1	SO6	B3	R3		
Office Clerks, General	1,710	1,820	0.7	10	35	45	14.46	30,076	HS	N	M	B2	B9	SO6	SO4	B3	SO3	B7	

Legend:

Occupations were selected based on their education level, annual growth rate, total annual openings, and wages (residual or undefined occupations were not included).

[1] **Employment** includes: **Estimated** = Estimation of labor force by occupation (rounded); **Projected** = Projection of future labor force by occupation (rounded); and **Annual Growth Rate (%)** = Ten year growth rate (not shown) divided by ten.

[2] **Annual Job Openings** include: **New Jobs/Replacements** = Ten year projection (not shown) divided by ten (rounded) and **Total Openings** = Annual New Jobs plus Annual Replacements (rounded). * = Employment data suppression (Occupational employment data may not add up or equal occupational group totals due to rounding and/or suppression of occupations with less than twenty rounded total annual openings).

[3] **Mean (Average) Wage & Salary (\$)** = dividing the estimated total pay for an occupation by its weighted employment. Pay provided in wage (hourly) and salary (annual) formats; Missing pay data may be derived from calculation or proration of reported wage/salary data if available (i.e., legislator pay based on 4-months service, education and coaching pay based on 12-months service); Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.

[4] **Career Preparation** determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available. Career Preparation areas/levels include:

Education (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school; **Work Experience** (typical work experience level commonly considered necessary for entry into an occupation, or substitutable for formal types of training): > 5 = 5 years or more; < 5 = Less than 5 years; N = None; and **Job Training** (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.

[5] **Top Skills** refers to the top five (or more if tied) most important skills for a particular occupation as identified by sampled workers' questionnaire responses conducted by occupational analysts of the U.S. Department of Labor's Occupational Information Network (O*NET). These include: **Basic Skills**: B1 = Active Learning; B2 = Active Listening; B3 = Critical Thinking; B4 = Learning Strategies; B5 = Mathematics; B6 = Monitoring; B7 = Reading Comprehension; B8 = Science; B9 = Speaking; B10 = Writing; **Complex Problem Solving Skills**: C1 = Complex Problem Solving; **Resource Management Skills**: R1 = Management of Financial Resources; R2 = Management of Material Resources; R3 = Management of Personnel Resources; R4 = Time Management; **Social Skills**: SO1 = Coordination; SO2 = Instructing; SO3 = Negotiation; SO4 = Persuasion; SO5 = Service Orientation; SO6 = Social Perceptiveness; **Systems Skills**: SY1 = Judgment and Decision Making; SY2 = Systems Analysis; SY3 = Systems Evaluation; and **Technical Skills**: T1 = Equipment Maintenance; T2 = Equipment Selection; T3 = Installation; T4 = Operation and Control; T5 = Operation Monitoring; T6 = Operations Analysis; T7 = Programming; T8 = Quality Control Analysis; T9 = Repairing; T10 = Technology Design; T11 = Troubleshooting. N.A. = Not Available.

Sources:

Education/Work Experience/Job Training: Bureau of Labor Statistics, U.S. Department of Labor; **Employment**: 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 2nd quarter occupational staffing pattern data, Labor Market and Workforce Information Division, Iowa Workforce Development; **Skills**: Occupational Information Network (O*NET), Employment and Training Administration, U.S. Department of Labor; **Wages**: 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner. This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit www.iowalmi.gov to obtain the latest workforce data and trends including this document. Published 11/2015.